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Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

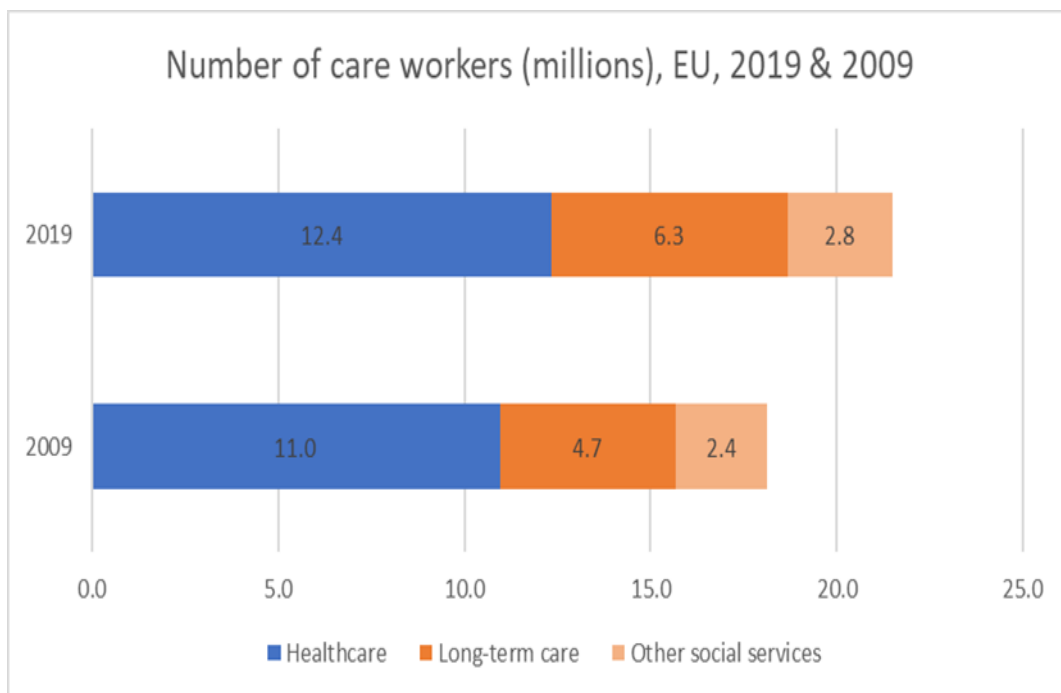
Public Hearing

Health Workforce and Care Strategy for the future of Europe

EESC, remote
23 May 2022

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Eurofound

Care workforce: need for a broad perspective



- Large and growing
 - By 18% in a decade (from 13% in healthcare to 33% LTC)
- Largely female (stable)
 - 75% healthcare, 81% LTC, 84% childcare*
- Older and ageing workforce**
 - 36.7% (healthcare) and 37.9% (LTC) aged 50+ (33.2% all workers)
 - Up by 7.4 and 9.8 %-points (7.3 %-points all) in a decade
- Current and expected shortages
 - Risk for access to quality care

Adjusted from Eurofound (2020), Long-term care workforce: employment and working conditions, <https://www.eurofound.europa.eu/publications/customised-report/2020/long-term-care-workforce-employment-and-working-conditions> (LFS analysis)

*Eurofound (2021), Wages in long-term care and other social services 21% below average, <https://www.eurofound.europa.eu/publications/article/2021/wages-in-long-term-care-and-other-social-services-21-below-average>

**Eurofound (2022), COVID-19 and older people: impact on their lives, support and care, <https://www.eurofound.europa.eu/publications/report/2022/covid-19-and-older-people-impact-on-their-lives-support-and-care>

Figure 7: Full-time and part-time workers: LTC, healthcare and the entire workforce, EU27, 2019 (%)

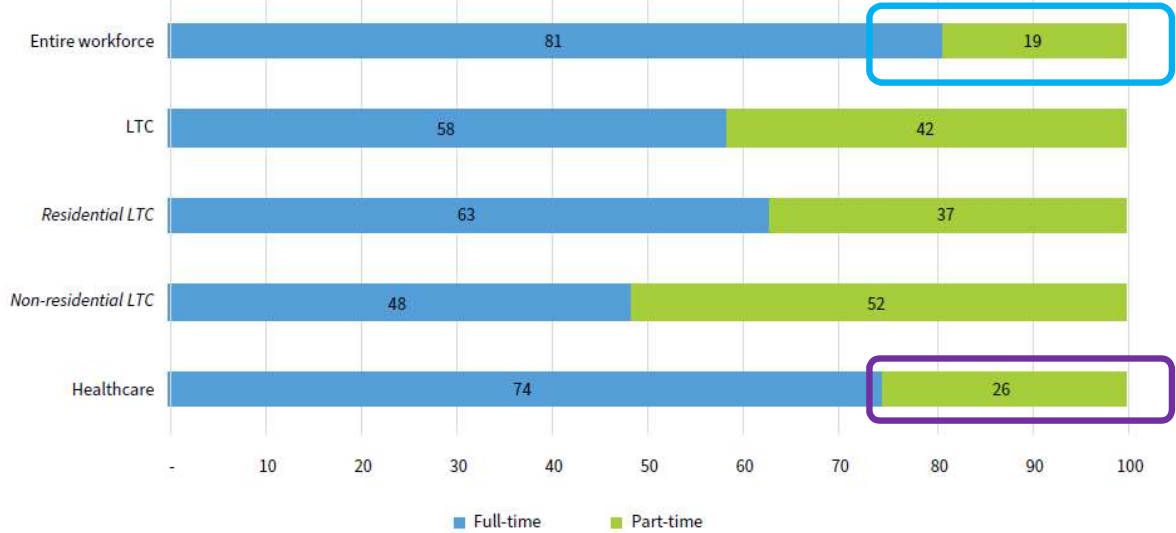
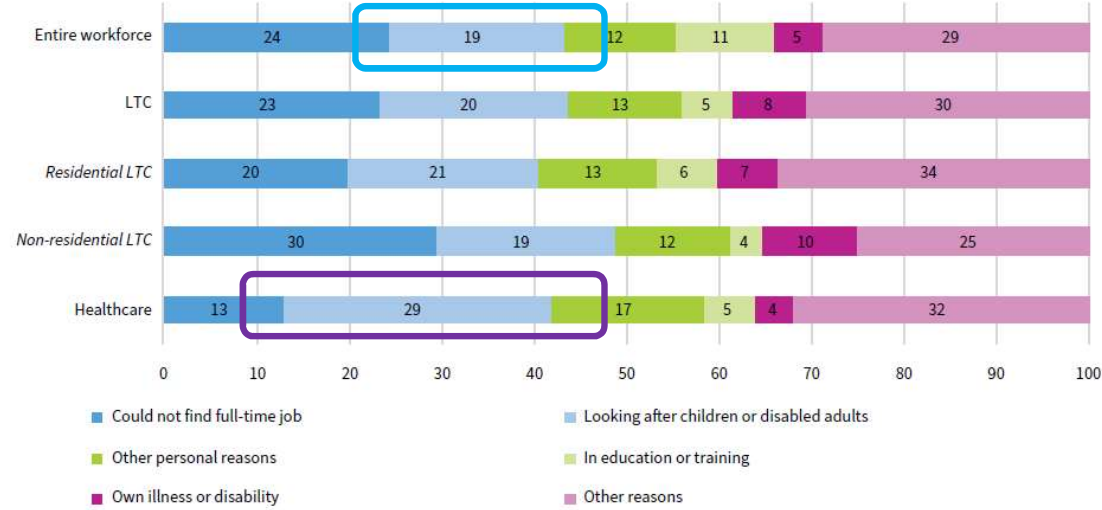


Figure 9: Reasons for working part time: LTC, healthcare and the entire workforce, EU27, 2019 (%)



- Interlinkage care sectors*:
 - LTC can alleviate healthcare
 - Better access to child and long-term care, enables carers to work or work more hours
 - ‘Competition’ for staff (especially nurses)

Eurofound (2020), Long-term care workforce: employment and working conditions, <https://www.eurofound.europa.eu/publications/customised-report/2020/long-term-care-workforce-employment-and-working-conditions> (LFS analysis)

* Eurofound (2022), Forthcoming European Care Strategy must look towards the future, <https://www.eurofound.europa.eu/publications/blog/forthcoming-european-care-strategy-must-look-towards-the-future>

Healthcare: working conditions

- Measures to tap into labour pools have limited potential if not also improving working conditions
 - Increasing hours, but also e.g. stimulating work beyond the pension age (e.g. DE, during the pandemic)*.
- Pandemic: more are considering leaving the sector*
 - IE: May 2021, 61% of nurses had considered leaving the profession because of the impact of the pandemic on well-being
 - DE: in December 2020, 31% of care workers had considered leaving the sector.
- Pay in in few Member States below average pay, but heterogeneity: especially assistant nurses well-below average**
- 29% of workers say their work negatively affects their health (37% LTC and 25% all)
- 28% does shift work (33% LTC, 15% all workers), more often irregular than all
- Care-specific physical risks:
 - ‘lifting or moving people’ being the most prevalent; 23% of workers does this more than three-quarters of the time (40% in LTC, 5% all workers)
 - 31% of LTC workers handle or are in direct contact with materials that can be infectious, such as waste, bodily fluids or laboratory materials, at least three-quarters of the time (23% in LTC, 2% in all sectors); not all well informed (and protected, in particular early on in pandemic)

Eurofound (2020), Long-term care workforce: employment and working conditions, <https://www.eurofound.europa.eu/publications/customised-report/2020/long-term-care-workforce-employment-and-working-conditions> (LFS & EWCS analysis)

* Eurofound (2022), COVID-19 and older people: impact on their lives, support and care, <https://www.eurofound.europa.eu/publications/report/2022/covid-19-and-older-people-impact-on-their-lives-support-and-care>

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Table 10: Prevalence of adverse social behaviour by sector, EU27 and the UK, 2015 (%)

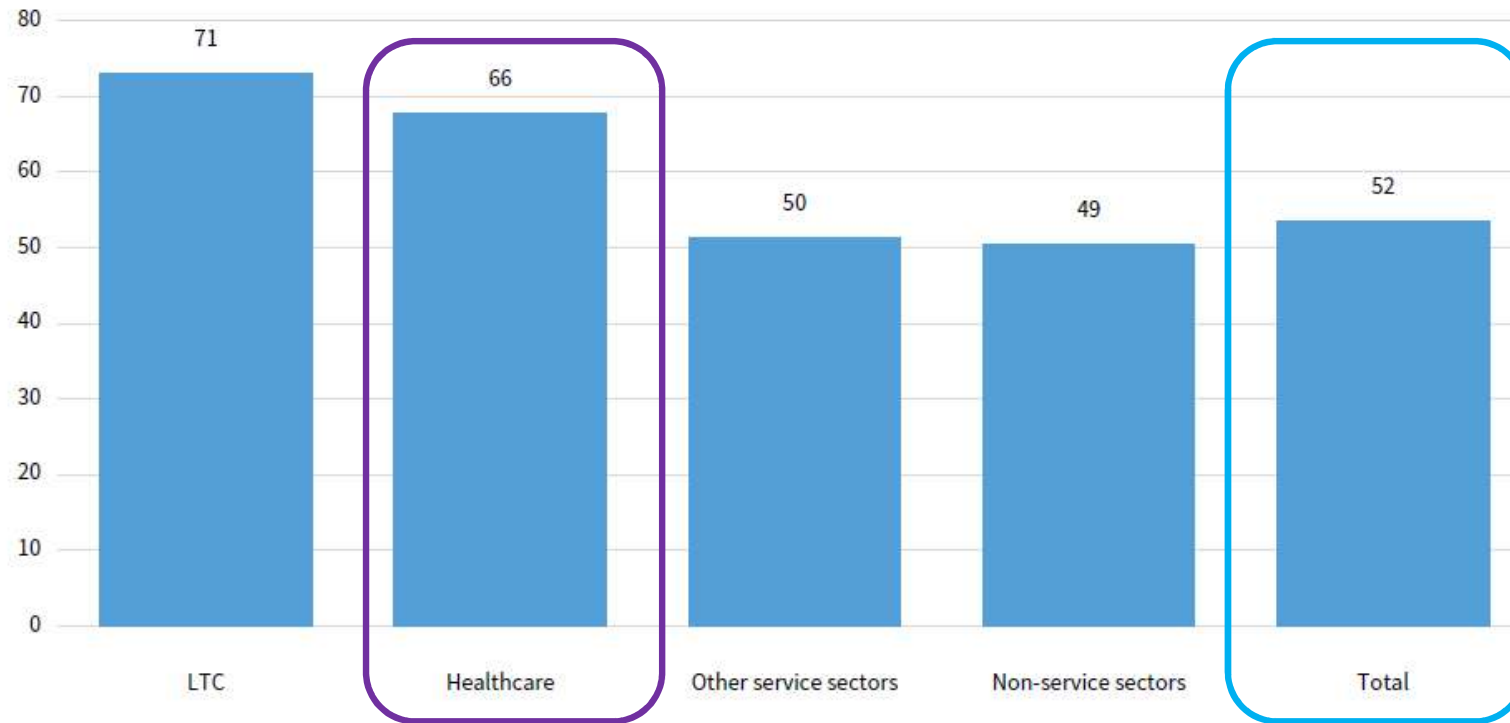
	Verbal abuse	Unwanted sexual attention	Threats	Humiliating behaviours	Physical violence	Sexual harassment	Bullying/harassment
LTC	26	7	11	8	12	4	8
Healthcare	18	2	6	8	5	1	9
Other service sectors	12	2	5	6	2	1	5
Non-service sectors	7	1	2	4	0	0	3
All sectors	12	2	4	6	2	1	5

Note: The prevalence of verbal abuse, unwanted sexual attention, threats and humiliating behaviours refers to the month prior to the survey, and the prevalence of physical violence, sexual harassment and bullying/harassment refers to the year prior to the survey.

Source: Eurofound analysis of EWCS data

- More attention needed for mental health risks
 - Prevention – e.g. better staffing/training/awareness raising
 - Despite the relatively high rate of training, 24% of LTC workers felt that they ‘need further training to cope well with duties’ (22% in healthcare, 15% overall).
 - Pandemic: volunteers/re-located staff stepped in, but not a long-term answer to resilient quality service

Figure 16: Usefulness of the work, EU27 and the UK, 2015 (%)



Note: Percentages replying 'always' to the following statement: 'You have the feeling of doing useful work'

- Care strategy should seek to nourish this (e.g. reduce admin burden)

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Thank you

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